# Medical Rose in the Ergo Process

(A Holistic Approach to Dealing With the Injured Employee)

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Employment Issues
FECA
Medical Issues
Reasonable Accommodation
Injured Employee
Outcome

# Injured Employee

- Duties of the position?  Physical requirements?
- How long have the they worked in position?
- Transferable skills? Previous employment?
- Flexibility in work assignments in position?
- Employment status?

# The “Holistic” Team

- Human Resources Professionals
  - Explore accommodation options
- Safety Professionals
  - Conduct Ergonomic Assessments
  - Prevent future injuries
- Occupational Health Professionals
  - Identify work restrictions
  - Assist in understanding medical reports
- Industrial Hygiene Professionals
  - Provide work surveys/recommendations

# Employment Issues

- Attitude
- Conduct
- Performance
- Status of employee (temp or perm)

# Medical Issues

- Who identified the medical condition
- Nature of medical condition
  - Temporary
  - Permanent
- Documentation supportive of condition
- Medical and operational determinations

# FECA Issues

- Work Related Claim
- Status of Claim
- Return to Work

# Reasonable Accommodation

- Qualified individual with a disability (QID)
- Identification - interactive process
- Individualized Assessment
- Undue hardship

# Outcomes

- Accommodated Employee
  - light duty
  - job and/or schedule restructure
  - reassignment
  - adaptive equipment
- Non-accommodated Employee
  - not QID
  - no reasonable accommodation available
  - undue hardship

# Outcomes (cont'd)

- Injury Compensation Claimant
  - COP
  - Compensation for lost wages
  - Long term rolls
  - Return to work in the future
- Separated Employee
  - Separation-disability
  - Medical inability to perform
  - Unavailability
  - Separated for cause

## Computer/Electronic Accommodation Program

Application available on the internet at:

www.tricare.osd.mil/cap.htm

The following documentation should be provided with the application:

Position description

Medical documentation explaining limitations and recommendations for adaptive equipment

Ergonomic assessment/survey from Safety Office

If work related, acceptance letter from DOL

Specific adaptive equipment required – make, model, and even where it can be purchased

# In Conclusion

- Whether you are dealing with a work related or non-work related disability, it is important to:
  - Consider all options available:
    - Reasonable accommodation
    - Job search for alternative positions
    - Vocational rehabilitation
  - Utilize professionals at your activity:
    - Human Resources
    - Occupational Health
    - Industrial Hygiene
    - Safety